

Finn Swift

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SUMMARY

HR Manager with a track record building high-impact solutions and improving retention.

CORE SKILLS

Talent

Recruitment • Sourcing • Onboarding • Employer Branding

Operations

Payroll Coordination

People Practices

Succession Planning • L&D • Employee Relations • Performance Management

Compliance

Employment Law • Diversity & Inclusion • Workplace Investigations

EMPLOYMENT HISTORY

People Operations Manager — Raynor, Deckow and Greenholt (2019 - 2021)

- Implemented a performance review program which improved engagement scores by 15 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 76 roles across EMEA/US, reducing time-to-hire by 14%.

HR Business Partner — Connelly, Daugherty and Gislason (2023 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 19 points.
- Led recruitment for 121 roles across EMEA/US, reducing time-to-hire by 35%.

HR Business Partner — Kassulke and Sons (2021 - 2024)

- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Led recruitment for 49 roles across EMEA/US, reducing time-to-hire by 21%.

People Operations Manager — Keeling, Schoen and Schinner (2026 - 2026)

- Led recruitment for 77 roles across EMEA/US, reducing time-to-hire by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 20 points.

Talent Acquisition Manager — Kling, Jast and Mosciski (2019 - 2021)

- Led recruitment for 150 roles across EMEA/US, reducing time-to-hire by 15%.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 7 points.

CERTIFICATIONS

- CIPD Level 5/7

REFERENCES

Velda Towne — Director — Maurine_Morissette32@hotmail.com